

Talent management

[Business](#), [Management](#)



Talent Management Talent has been said to be a natural ability that is manifested in a superior quality (Young and Poon, 2006). That is, talent cannot be gained by any other means other than through inherent acquisition. The skill and knowledge that people acquire from books and through education, cannot be equated to talent because they do not come naturally. It has however been argued that it is possible to use education and training to better a person's talent (Harris, Robert and Valla, 2004).

From a business point of view, talent may be seen as a creative skill to use innovative techniques in solving problems that one is often faced with in the business environment. That is, when business challenges arise such as in the case of competition, talent could be used to device a strategic advantage that make one's company a preferred option over other competitors (Young and Poon, 2006). For a talented person, the strategy should be innovative enough to be different from all known and existing strategies.

As a person, I have an organizational talent that makes it possible for me to organize people, ideas, places, events, and even challenges to ensure that a targeted goal is achieved through this organization. In order words, I have an exceptional way from which I approach and use my organizational skill.

Because it is used as a talent, when I am given the task to organize a group of people or an event with another person with organizational skill, results from my end always stand out.

Talent pipeline may be referred to as a system that identifies all relevant, qualified and competent candidates to benefit a company's course of hiring. This is commonly done by use of a database of the available human resource to the company. Companies may also have their strategies of ensuring that

they attract such line of employees who can better help with the achievement of the goals of the company

Cited Works

Harris, Patrick. R., Robert Takyi. M., and Valla, Sarah. M. (2004). *Managing Cultural Differences*. 6th ed. Burlington, MA: Elsevier Butterworth-Heinemann, 2-600.

Young, Black and Poon, George (2006). Nonassociative learning as gated neural integrator and differentiator in stimulus-response pathways. *Behavioral and Brain Functions*. 2: 29